



FFCRA Ends December 31, 2020

EPSL and EFMLA Leave No Longer Available as of January 1, 2021

After December 31, 2020, the Families First Coronavirus Response Act (FFCRA) will no longer be in effect.

This federal act has required the County to provide eligible employees with emergency paid sick leave under the Emergency Paid Sick Leave Act (EPSL) and paid leave for reasons related to COVID-19 under the Emergency Family and Medical Leave Expansion Act (EFMLA). These provisions have applied from April 1, 2020 through December 31, 2020. In addition, the Memorandum of Agreement between the County and MCGEO which referenced FFCRA's provisions expires with the expiration of FFCRA.

What This Means for You

You will no longer be able to use EPSL or EFMLA leave after December 31, 2020. This does not impact standard FMLA leave, which for 2021 begins January 3, or administrative leave provided under negotiated agreements with the unions. For specific timekeeping guidance, please refer to the Timekeeping Guidance for the pay period of December 20, 2020 – January 2, 2021.

For further details regarding FFCRA leave, [click here](#).